

SATCHEL

Volume 1 of 2025



2025 OSALC Officer Positions up for Election:

The following positions will be up for election at the 2025 Oregon State Convention in Ashland Hills Resort & Convention Center. Some info about the responsibilities of the positions is also included.

President = Set up and run state convention, set up and run 2 steward colleges, set up and run a trip to DC to speak with congresspeople with all 6 LCCL's bi-yearly, assign territory to all executive board members and vice president for visitations and make sure its done, by virtue of their office shall be the paid Delegate-at-Large to the National Convention, assume the responsibility of being the Oregon Director of Education, make sure all officers perform their duties and help or assign helpers if needed, and more.

Vice President = President in the absence of the President due to any reason the President can't perform their duties, Alternate delegate for national convention, assigned an area to perform visitations on all city stations within and be available for any duties the President may ask for help with.

Secretary = Keep a correct record of the proceedings of this Association, keep an updated record of all branches in Oregon (name, number, date of affiliation and location), conduct the correspondence of this Association, draw all warrants on the treasurer ordered by the Association for all bills, maintain a web page for the State Association, and in charge of all resolutions sent to national for the National Convention and make sure they are all checked off and sent correctly.

Treasurer = Keep a correct record of the finances of this Association, receive and deposit all monies which is paid to this association, maintain and handle the bank accounts of this association, draw and print all checks for payouts and bills of the Association, and be able to pull up any financial reports needed when needed.

Assistant Secretary = Assist the secretary with all of their responsibilities when needed and assume all duties of the editor of this Association (all satchels and convention book).

Director of Retired Members = coordinate all activities of retired members, Legislative Advocate and Congressional Liaison for Retired members of the OSA, organizer for retired members and perform other duties asked by the President.

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The Satchel is the official publication of The Oregon State Association of the National Association of Letter Carriers. It is published seasonally approximately five times per year as provided in the by-laws of the Oregon State Association. Opinions published in The Satchel do not necessarily represent the official position of the Oregon State Association. Submissions are gladly accepted and are subject to editing for content and space. Please send your submissions to:

OSALC Satchel Editor
Brandon McCabe

For more information about the National Association of Letter Carriers including information about the national contract, congressional legislation, the NALC Health Benefits Plan, the Mutual Benefit Association, and the Letter Carrier Political Fund, log on to NALC.org. To stay up to date with notifications on all these issues and many other informational resources, download the NALC app.



FROM YOUR PRESIDENT

Hello Oregon, and Happy 2025 to you all! I'm writing this small note to let you know what this edition is about and why you don't see any articles. We had a really large and special election issue back in October because that election was a SUPER important pivotal election, so we went over budget in that edition. To make up for it, this edition will just be important info about our upcoming State convention in April and keeping it lower than 8 pages. This edition tells you about what of-

by **Abe RedCloud**
OSALC Vice President
Branch 82 Trustee



ficer positions are going to be up for election, info about bylaw changes and resolution rules and timelines, info about Letter carrier of the year, request for silent auction items and info from your host branch about their state convention.

In Solidarity,
Abe RedCloud

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the NALC or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.



Outstanding Letter Carrier of the Year Award

Many Letter Carriers go beyond their job of delivering mail to donate their time and energy to their communities. Other Letter Carriers work hard for their union siblings. Some Letter Carriers do both. Do you know any Carriers like this in your office or branch? These Carriers may have been employed for many years or may be CCAs; length of service is not important. Let us know about these amazing Letter Carriers. The NALC Oregon State Association wants to give them the honor and recognition they deserve for going beyond the call of duty. We need your help to make sure that these Letter Carriers are recognized. Send us a letter including all the detail about their: Service and volunteer work in their community, NALC positions and volunteer work, Any other details that make them outstanding Letter Carriers

Nominees must be NALC members in good standing. Send your letter to the following address. Be sure to include your name and contact information in case the committee has any further questions. This award will be presented at the annual NALC Oregon State Convention. **The Deadline for the 2025 nominations is February 1st.** The nominations are good for five years and must be legible to be considered. Send your nomination letters to:

Valerie Castillo 504 Evans Ave. Keizer Or 97303

Hark – Thou Art Invited !!



Medford Branch 1433 cordially invites you to attend the 2025 Oregon State Convention being held in Ashland, Oregon. We will be meeting at the Ashland Hills Resort & Convention Center on April 4th & 5th, 2025.

In honor of Ashland being famous for the Oregon Shakespeare Festival, the theme of the convention this year will be “A Midsummer Night’s Dream.”

In addition to the traditional business and training sessions, we will be offering door prizes, a silent auction, an MDA raffle, and a display of unique and antique Postal memorabilia. You will see a few of these cool items in the auction as well as some other neat stuff including 1st edition books signed by the authors.

We encourage all of those who attend the Fun Night event to come wearing your best Midsummer Night’s Dream costume, or anything within the Shakespeare theme. We will be awarding prizes for best costumes and will be offering themed backdrop photo booths to capture the fun. There will be a comedian to entertain you, and a plethora of food served at Fun Night.

Wrap up your time with us as we gather for the banquet on Saturday and Honor A letter Carrier of the Year! Both evening events will have a no-host bar.

We look forward to hosting you all in Sothern Oregon!



Bylaw changes and resolution deadlines

Bylaw Changes = Per our bylaws, all bylaw changes must be mailed to the State Secretary no later than 90 days before the state convention to be brought to the floor for discussion and vote. Therefore, at this point it is too late for any more bylaw changes to be brought to the 2025 State Convention. I sent a letter to all branches mid-December to inform all branches to have any bylaw changes in by January 3rd via email to the State Secretary.

Resolutions = Per our bylaws, all resolutions must be mailed to the State Secretary no later than 90 days before the state convention to be added into the State Convention book. This book will be mailed to all branches within 30 days of the convention and each delegate will receive one upon checking in at the State Convention. I included this in the letter I sent Mid-December to all branches. So, at this point it's too late to submit resolutions to be printed in the book.

But it's not too late to submit resolutions. You can bring resolutions to the convention and submit them there, but they must be endorsed by delegates from at least three different branches with at least 10 signatures and presented to the State Secretary no later than the conclusion of the lunch break on the first day of the State Convention.

State Convention Silent Auction:

Every year we have a silent auction at our State Convention to raise funds for either a charity or our education fund (for scholarships to trainings for Oregon union members). I am asking for everyone to consider bringing something to donate for our silent auction. It can be homemade or store bought, as long as it is something that you think someone would buy. In the past we have raised over \$1,000 for either charity or the education fund with this silent auction, so please consider bringing something. You can donate something even if you're not going to the State Convention. Just find someone that is going and give the item to them to be brought and donated. Please find any State Board Member at State Convention to donate the item. We appreciate your consideration and generosity.

MDA Raffle:

We are currently talking about bringing back the Oregon State MDA Raffle. This will be a raffle where anyone in the state can buy raffle tickets for some good prizes and is drawn at the State Convention! We are still working on the logistics of how to open it back up to the whole state, so for this year we will only have it at the State Convention. We will have some good prizes for people that attend the 2025 State Convention and buy some raffle tickets. All the money collected in this raffle will go to the host branch of the State Convention, so this time it will be Medford. If you're coming to the State Convention, bring some cash to WIN BIG!!

Precedent Setting DRT Decisions from around the state:

Below I'm going to tell you about 3 DRT decisions from around Oregon that are rather good as we had a blank page to fill. If one of these is a problem in your area, then call the regional office for the full decisions.

#1 from Salem, OR, 02-645345

Issue = Did management violate Article 5, 15, or 19 of the National Agreement and/or M-01517 when on 12/30/2023, Management instructed carriers that by July 19th, they were no longer allowed to have personal items at their cases? If so, what is the remedy?

Decision = This grievance is resolved: The case file demonstrates Management violated Article 5 of the National Agreement and an established past practice. The instructions that were given will be rescinded.

#2 from Tillamook, OR, 02-677657

Issue = Did management violate Article 14, 21, ELM 541.2 via Article 19 of the National Agreement when they discouraged, coerced, and threatened Letter Carrier "Name Protected" to prevent her from reporting an accident and filing an OWCP claim? If so, what is the remedy?

Did management violate ELM 519.542 and the EL 505 Section 13-4 via Article 19 of the National Agreement when they instructed "Name Protected" to clock off after receiving an injury on the clock and charged her with sick leave? If so, what is the remedy?

Decision = This grievance is resolved: The casefile demonstrates a violation of the Employee and Labor Relations Manual (ELM), Section 541 and Article 19 of the National Agreement when management did not immediately report the grievant's injury or provide the grievant with a CA-1 and CA-16 when requesting medical attention. Management is instructed to cease and desist violations of ELM 541 and Article 19 of the National Agreement. Management will comply with their Formal A offer to compensate the grievant with the following:

- Management agrees that in the future, Tillamook EAS should not discourage any employee from filing an injury or OWCP claim.
- Management agrees to pay out of pocket expenses for seeking medical assistance as a CA-1 was not provided on 08/21/2024. (Upon receipt of out-of-pocket charges provided by the grievant).
- Management agrees that Tillamook should abide by the EL 505.
- Adjustment of 2.17 hours from sick leave to Admin leave.

#3 from Evergreen DCU, OR, 02-641929

Issue = Did management at the Evergreen DCU station violate the Step 4 settlements for case numbers H-N-1JC 40875 (M-00544) and H9ON-4H-C 95018608 (M-01302) and section s of the administrative support Manual (ASM) via Articles 15 and 19 of the National Agreement when they established a policy requiring letter carriers to comply and sign a non-postal form? If so, what is the appropriate remedy?

Did management at the Evergreen DCU station violate section 324 and 326 of the ASM via Article 19 of the National Agreement by utilizing a locally developed and/or locally revised form? If so, what is the appropriate remedy?

Did management at the Evergreen DCU station violate National Arbitrator Garrett's award in case number MB-NAT-562 (C~00427), the Step 4 settlement for case number 194N-41-C 97116055 (M-01325) and the pre-arbitration settlement for case number H7N-2D-C 42122 (M- 00852) via Article 15 of the National Agreement by utilizing locally developed and/or locally revised existing forms? If so, what is the appropriate remedy?

Decision = This grievance is resolved. The Dispute Resolution Team (DRT) has determined management at the Evergreen DCU violated Article 19 of the National Agreement. The Team further agrees the use of non-postal forms not properly promulgated in accordance with the ASM is immediately discontinued and the forms shall be taken out of circulation.

So, if any of those issues are in your area/station, contact the Regional office with the Decision number to get the full decision to help you with a grievance you can file to hopefully get the same decisions! Hope this was some useful info for someone out there. Take care and continue to fight to protect our Letter Carriers!!



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Oregon Letter Carriers: Building a Life of Significance

CHANGE SERVICE REQUESTED

UPCOMING EVENTS FOR NALC

STEWARD COLLEGE YEAR 1

Being held at Sky Camp
8393 Peninsula Rd
Fall Creek OR 97438
February 1st - 5th 2025

OREGON STATE CONVENTION

Being held in Ashland
Hosted by the Medford Branch
April 4th - 5th 2025

STEWARD COLLEGE YEAR 3

Being held at Sky Camp
8393 Peninsula Rd
Fall Creek OR 97438
March 8th - 12th 2025

NALC NATIONAL CONVENTION 2026

Being held in Los Angeles, CA for 2026.
August 3rd through 7th.